

ROUTING AND TRANSMITTAL SLIP

Date

14 Sept 82

TO: (Name, office symbol, room number, building, Agency/Post)	Initials	Date
1. DC/OPS	WOK	14 SEP 1982
2. DD/FBIS	n	9/15
3. SA/OPS D/FBIS	f	15 fr
4. C/AS		
5. SA/Ops		

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

Bill: The attached cable from amemb tel aviv is extremely parochial and the potential problems much overstated. It is amazing that tel aviv will accept just about any system as long as everybody suffers equally. In fact, the proposed, and I presume that OP will have no problem accepting, compensation plan is identical to the embassy's. The only difference is that position classification authority rests with FBIS/PMCD and not State. So much for all/eged possible impact on other FNs at tel aviv.

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
SA/OPS Cande	Phone No.

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*State mag
ref. by*

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ACTION NEA-11

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R 021718Z SEP 82

FM AMEMBASSY TEL AVIV

TO SECSTATE WASHDC 7981

C O N F I D E N T I A L TEL AVIV 13329

FOR NEA/EX

E.O. 12356: DECL: OADR

TAGS: AFSP, APER

SUBJECT: FAAS FOR FBIS FSN PERSONNEL

REF: STATE 235783

1. FOLLOWING ARE ANSWERS TO QUESTIONS RAISED PARA 3

REFTEL:

A) SERVICES PROVIDED TO FSN EMPLOYEES OF FBIS INCLUDE ADMINISTRATION OF FSN COMPENSATION PLAN FOR SALARY AND BENEFITS AND OCCASIONAL GUIDANCE ON PERSONNEL PROCEDURES.

B) OF TOTAL OF [] ARE EMPLOYEES OF FBIS. ACCORDING TO FY-1982 STATISTICS, FBIS IS CHARGED WITH [] UNDER FAAS-2, AND [] UNDER

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FAAS-6. FACTOR B COST ON FAAS-5 IS DOLLARS 1551, AND DOLLARS 722 ON FAAS-6. TOTAL COST OF FSN PERSONNEL MANAGEMENT TO FBIS IS DOLLARS 2273 PER YEAR.

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C) WE RECENTLY RECLASSIFIED A NUMBER OF OUR POSITIONS DOWNWARD AS A RESULT OF THE 1979 POSITION CLASSIFICATION/ SALARY SURVEY IN TEL AVIV. EFFECT ON FSN'S HAS BEEN EXTREMELY UPSETTING AND DIFFICULT FOR ALL CONCERNED. IF

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FBIS WITHDRAWS ITS COMPLIANCE WITH POSITION CLASSIFICATION STANDARDS (PCS), IT WILL MEAN THAT [] OF POST'S FSN

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POSITIONS ARE CLASSIFIED ACCORDING TO PCS, WHILE THE [] FBIS POSITIONS ARE CLASSIFIED ACCORDING TO FBIS STANDARDS. NO DOUBT THIS WILL PRESENT MORALE PROBLEMS AND COMPARISONS, WITH DISPARITIES PERCEIVED BETWEEN THE TWO SYSTEMS WHETHER

OR NOT THEY EXIST. TO PRECLUDE SUCH PROBLEMS, WE FEEL IT WOULD BE FAR BETTER TO HAVE ALL FSN POSITIONS UNDER ONE CLASSIFICATION SYSTEM. WITHDRAWAL BY FBIS FROM THE PCS ALSO WILL UNDERMINE THE ADVANCES MADE WITH THE SYSTEM TO DATE. WHILE THE PCS ARE NOT WITHOUT THEIR IMPERFECTIONS, A SYSTEM THAT IS EQUITABLY ENFORCED BY ALL AGENCIES IS FAR PREFERABLE TO ADHERENCE BY SOME AND EXCEPTIONS FOR OTHERS. NORMALLY WE ARE ALL WILLING TO "SUFFER" A SYSTEM IF WE KNOW THAT IT IS FAIRLY APPLIED TO OUR COUNTERPARTS AS WELL. LEWIS
NOTE BY OC/T: WRONG REFTEL. CORRECTION TO FOLLOW.
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